COMMAND SERGEANTS MAJOR/ SERGEANTS MAJOR BRANCH ASSIGNMENT BRIEFING

SERVING THE COMMAND SERGEANTS MAJOR/SERGEANT MAJOR FORCE PROUDLY

"Our Army at War – Relevant

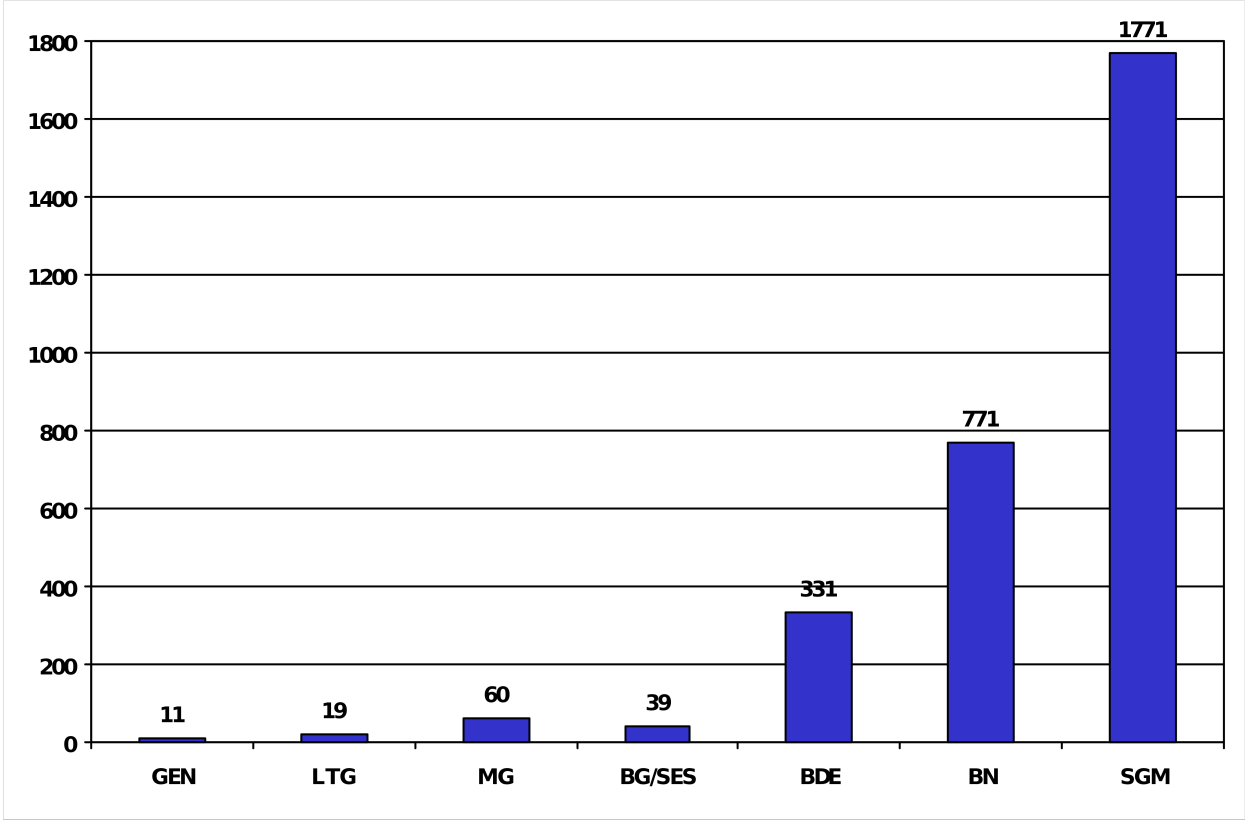
COMMAND SERGEANTS MAJOR/ SERGEANTS MAJOR BRANCH PERSONNEL

BRANCH CHIEF	SGM PALYA
DEPUTY BRANCH CHIEF	MSG APPLING
CSM BR MGR (CBT ARMS)	SFC ADKINS
CSM BR MGR (CS/CSS)	SFC DUNN
SGM BR MGR (CBT ARMS)	SFC SMITH
SGM BR MGR (CS)	SFC JOHNSON
SGM BR MGR (CSS)	SFC KENNEDY

CURRENT ISSUES

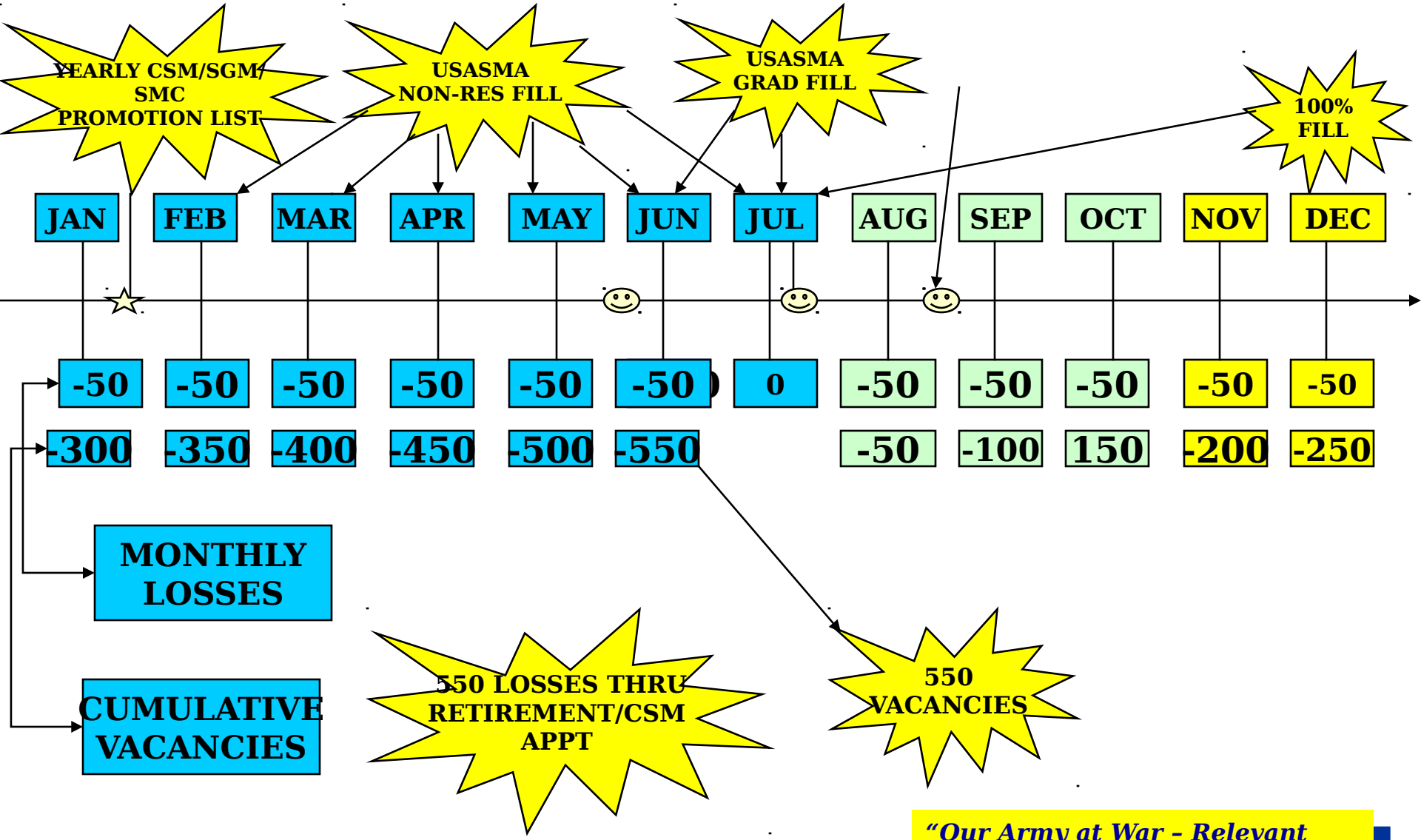
- SMC CLASS 55 BEGINS 9 AUG 04, 476 STUDENTS
- USE OF SISTER SERVICE ACADEMIES
- RELEASE OF THE CY04 CSM/SGM/SMC LIST
- RETIREMENTS
- STATUS OF DIVISION'S MODULAR DESIGN
  - PMAT VISITS
- CSM/SGM ATTRITION

CSM/SGM FORCE
FY 04 AUTHORIZATIONS



TOTAL CSM/SGM AUTHORIZATIONS = 3001

SGM ASSIGNMENT CYCLE



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SGM ASSIGNMENT CYCLE

- FORCE IS HEALTHIEST IN THE JUN - AUGUST TIMEFRAME BASED ON DISTRIBUTION OF THE USASMA CLASS & NON-RESIDENT SMC SOLDIERS

- LOSSES IN THE SGM INVENTORY FROM SEPTEMBER OF ANY GIVEN YEAR UNTIL GRADUATION ARE LABELED AS “NORMAL ATTRITION” AND ARE NOT REPLACED UNTIL THE INVENTORY IS REPLENISHED BY USASMA GRADUATES OR NON-RESIDENT SMC

- DISTRIBUTION IS DIRECTLY TIED TO THE AVAILABILITY OF USASMA GRADUATES OR SMC NON-RES SOLDIERS DURING JUN - JUL OF ANY GIVEN YEAR

- EXHAUSTING MOS ON THE CSM ORDER OF MERIT LIST WILL LEAD TO CSM VACANCIES IN THE FIELD

- IN THEORY, AT THE END OF AN ASSIGNMENT CYCLE, THE SGM INVENTORY SHOULD BE AT 75% OF FILL. THE CSM INVENTORY REMAINS CONSTANT AT 100%

SGM ASSIGNMENT POLICY

- ENSURE SERGEANT MAJOR ASSIGNMENTS AND CAREERS ARE MANAGED EFFICIENTLY AND EFFECTIVELY

- ANNOUNCE ASSIGNMENT INSTRUCTIONS 5-7 MONTHS PRIOR TO REPORTING MONTH, MINIMUM 120 DAY NOTIFICATION OF INVOLUNTARY PCS ASSIGNMENT

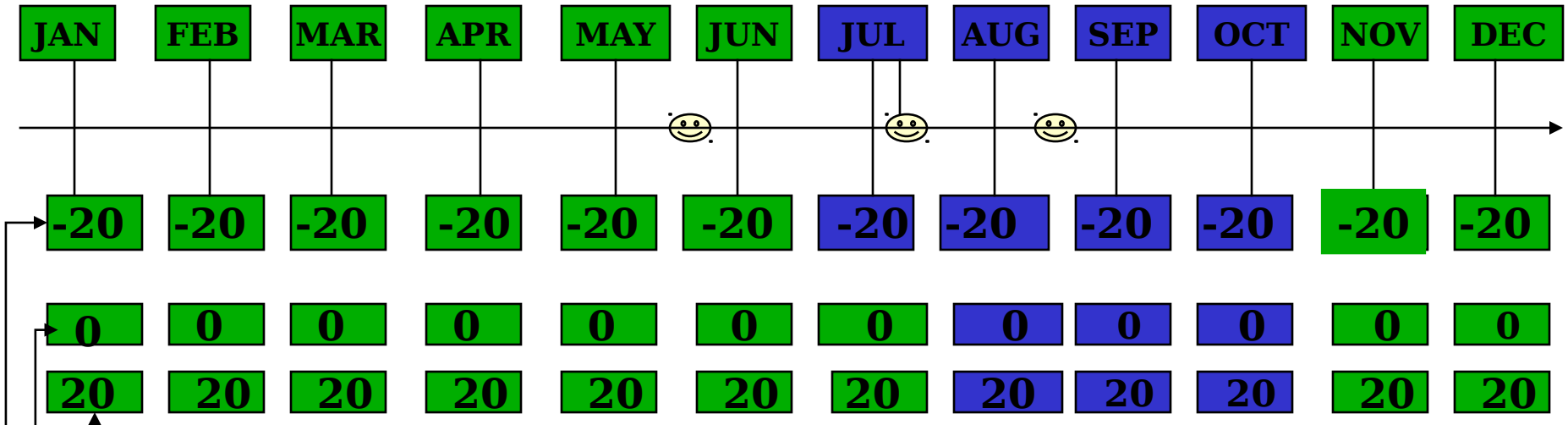
- HUMAN RESOURCE COMMAND IS APPROVAL AUTHORITY FOR INTERNAL MOVES OF SGM AND MSG(P) TO FILL VACANCIES WITHIN SAME CMD/INSTALLATION

- WHEN NO VACANCIES EXIST OR ARE PROJECTED IN CONUS, SOLDIERS RETURNING FROM OVERSEAS MUST BE ASSIGNED SURPLUS TO AN INSTALLATION WITH VALID SGM AND MOS AUTHORIZATION

- CONUS TO CONUS MOVE'S FOR SGM ARE APPROVED ON A CASE BY CASE BASIS

- SGM HAVE A GREATER OPPORTUNITY FOR ASSIGNMENT CHOICE

CSM ASSIGNMENT CYCLE



MONTHLY LOSSES

CUMULATIVE VACANCIES

CSM APPOINTMENTS

ARMY POLICY IS TO KEEP CSM POSNs FILLED TO 100% AT ALL TIMES

SOLDIERS ARE APPOINTED TO CSM VIA CSM OML

CSM INVENTORY IS KEPT AT 100% AT THE EXPENSE OF THE SGM POPULATION

CSM ASSIGNMENT CYCLE

- ARMY POLICY IS TO KEEP CSM POSNs FILLED TO 100% OF AUTHORIZED STRENGTH AT ALL TIMES

- SOLDIERS ARE APPOINTED TO CSM VIA THE ARMY'S CENTRALIZED CSM OML

- CSM INVENTORY IS KEPT AT 100% AT THE EXPENSE OF THE SGM POPULATION

- CSM APPOINTMENTS OCCUR ONLY WHEN THERE ARE LOSSES IN THE CSM INVENTORY

- VACANCIES IN THE CSM INVENTORY OCCUR ONLY AFTER THE CSM OML HAS BEEN EXHAUSTED FOR A PARTICULAR MOS

CSM ASSIGNMENT POLICY

• CSM BRANCH IS RESPONSIBLE FOR MANAGING OVER 700 BN LEVEL POSITIONS IN THE ACTIVE ARMY

• CAN ONLY BE ASSIGNED TO POSITIONS DESIGNATED BY THE DCSOPS (AUTHORIZED POSITIONS)

• INITIAL ENTRY TRAINING (IET) CSM POSITIONS SHOULD BE FILLED BY SOLDIERS WHO SUCCESSFULLY SERVED AS DRILL SERGEANTS

• PRIORITY OF FILL IS BN, BDE, AND FINALLY NOMINATIVE POSITIONS

• BN MUST BE FILLED WITH A CSM IN RELATED BACKGROUND MOS - (MILPC-63)

• EFF 17 SEP 99, ALL CSM ASSIGNMENTS TO KOREA ARE 24 MONTHS IN LENGTH

• BDE LEVEL ASSIGNMENTS NORMALLY ARE FILLED FROM WITHIN MACOM/ORGANIZATION

CSM ASSIGNMENT ISSUES

• CONUS BATTALION TO BATTALION MOVES ARE APPROVED ON A CASE BY CASE BASIS

• CONUS MOVES BETWEEN INSTALLATIONS ARE NORMALLY MADE FOR CAREER PROGRESSION (i. e. BN TO BDE)

• CSM ASSIGNMENTS ARE NORMALLY A ONE-FOR-ONE SWAP

• COMMON PRACTICE FOR BDE LEVEL CSM TO ROTATE TO BN LEVEL POSITION (CONUS AND OCONUS)

CSM DESIGNEE APPOINTMENT POLICY

HUMAN RESOURCE COMMAND CSM/SGM BRANCH HAS THE REGULATORY RESPONSIBILITY OF MANAGING THE ARMY'S CENTRALIZED CSM ORDER OF MERIT LIST (OML)

- SOLDIERS ARE RANK ORDERED BY BACKGROUND MOS, YEAR SELECTED FOR APPT TO CSM, AND SEQUENCE #/DOR

- MUST HAVE COMPLETED 12 MONTHS ON STATION PRIOR TO APPOINTMENT (WAIVABLE)

- IF SERVING O/S MUST COMPLETE 5/6 OF A SHORT AND 2/3 OF A LONG TOUR

- THE SERGEANT MAJOR OF THE ARMY HAS STATED "THERE WILL BE NO VIOLATION OF THE OML"

- CSM OML UPDATED QUARTERLY AND DISTRIBUTED TO MACOMS

- OML EXPECTED TO REPLENISH CSM POPULATION FOR 12-15 MONTHS

CSM ASSIGNMENT POLICY (NOMINATIVE LEVEL)

- SOLDIERS SUCCESSFULLY SERVING IN BDE LEVEL AND HIGHER POSITIONS FOR AT LEAST ONE YEAR ARE ELIGIBLE TO COMPETE FOR "NOMINATIVE CSM" POSITIONS

- ELIGIBLE CSM MUST BE RECOMMENDED BY THE MACOM CSM

- ABLE TO SERVE AT LEAST 24 MONTHS UNTIL MRD

- ABLE TO MEET CRITERIA OF SELECTING COMMANDER

- MANAGED "OFF-LINE" FROM THE CSM POPULATION (NOT SUBJECT TO DROS ROSTER)

- CURRENTLY 129 NOMINATIVE CSM POSITIONS (BG/SES - GEN)

- SOLDIERS SERVING FOR LTG AND GEN HAVE THE OPTION OF EXTENDING TO 35 YEARS AFS

CSM ASSIGNMENT POLICY (NOMINATIVE LEVEL) CONT.

• NORMAL NOMINATIVE CSM TOUR IS 3 YEARS WITH OPTION OF A 4TH YEAR EXTENSION

• QUALIFY FOR PROFICIENCY PAY ($75.00 - $300.00) PER MONTH

BG	=	$75.00
MG	=	$150.00
LTG	=	$225.00
GEN	=	$300.00

• ALL CSM NOMINATIVE ASSIGNMENT ARE SUBJECT TO THE ARMY'S BACKGROUND SCREENING PROCESS